



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

JANUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,535	954	391	24

OF DAYS POSTED

AVERAGE	MEDIAN
23.5	20

REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE	▼
HIRING SECTOR BY 3-DIGIT NAICS CODE	▼
HIRING SECTOR BY 4-DIGIT NAICS CODE	▼
HIRING SECTOR BY 5-DIGIT NAICS CODE	▼
HIRING SECTOR BY 6-DIGIT NAICS CODE	▼

OTHER FILTERS

MUNICIPALITY	▼
DISTRICT	▼
JOB BOARD	▼

NOC = National Occupation Classification | NAICS = North American Industry Classification System

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Source:

Job posting data collected by Northwest Training & Adjustment Board from job boards and employer websites who recruit candidates in Rainy River and Kenora Districts.



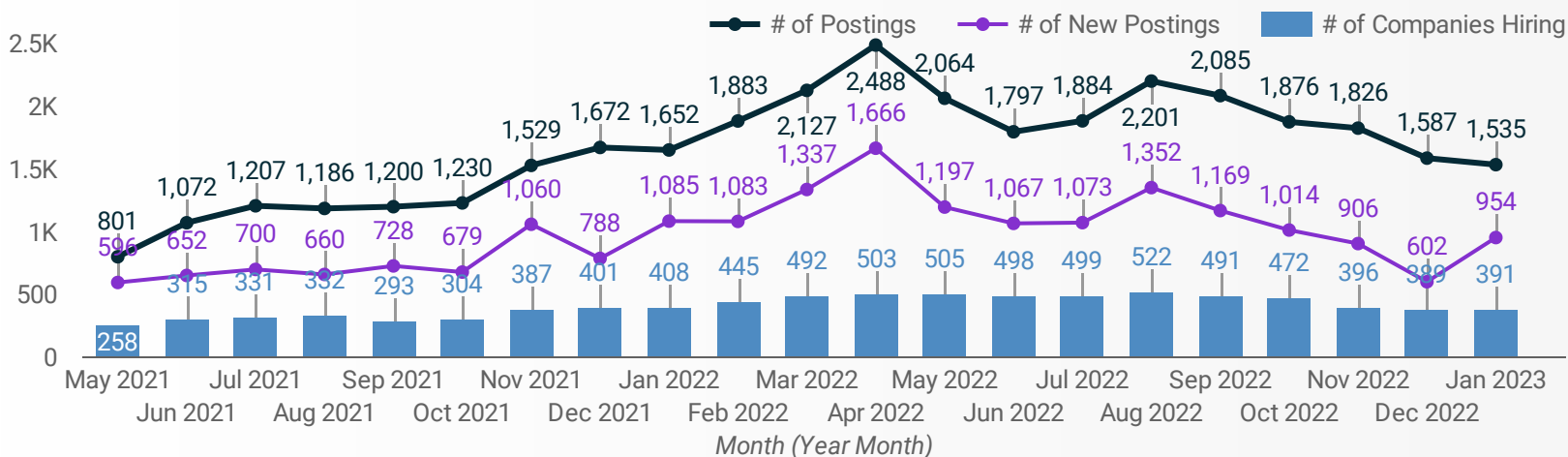
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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

How many job postings were active for at least 1 day this month?



NOTE: This graph cannot be filtered using the controls on the cover page

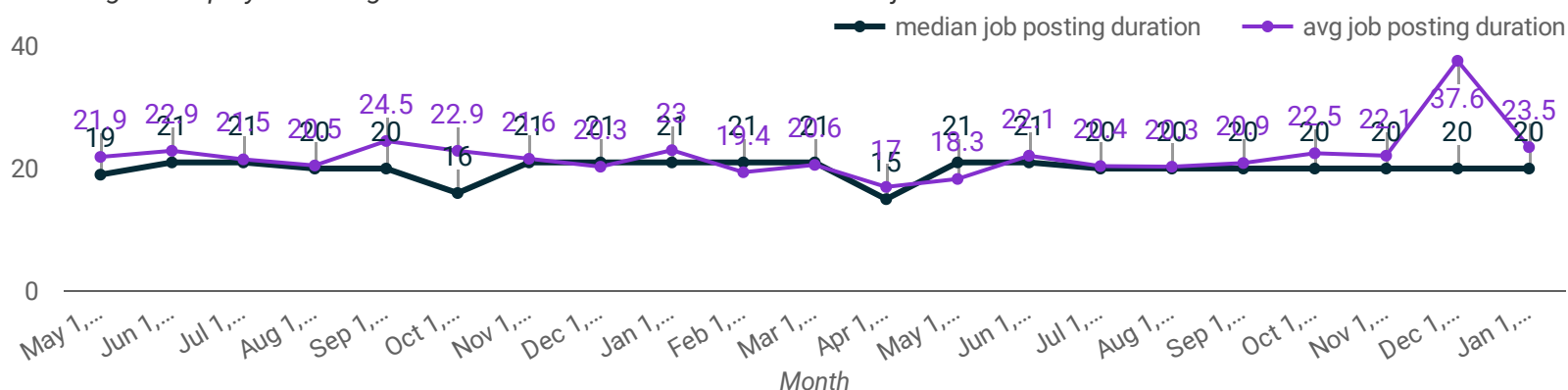
NUMBER OF ACTIVE JOB BOARDS

How many job postings were active for at least 1 day this month on these job boards?



AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

How many job postings were active for at least 1 day this month?





JOB POSTINGS BY DISTRICT

Where are job opportunities being offered?

	DISTRICT	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kenora District	1,277	23.3	20
2.	Rainy River District	255	23.8	20

JOB POSTINGS BY MUNICIPALITY

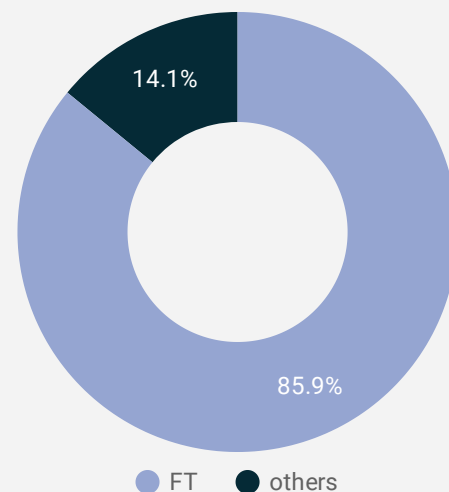
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	614	24.0	20
2.	City of Dryden	320	23.7	20
3.	Town of Sioux Lookout	128	17.2	16
4.	Town of Fort Frances	110	20.2	20
5.	Town of Red Lake	76	21.0	20
6.	Atikokan Township	68	26.1	20
7.	Emo Township	59	29.4	27
8.	Township of Ear Falls	29	23.9	20
9.	Township of Sioux Narrows - Nestor Falls	27	28.7	20
10.	Township of Pickle Lake	22	25.1	20
11.	Township of Ignace	21	34.1	20
12.	Rainy River	14		
13.	Attawapiskat First Nation	11	18.0	20
14.	Township of Maskinonge	0		

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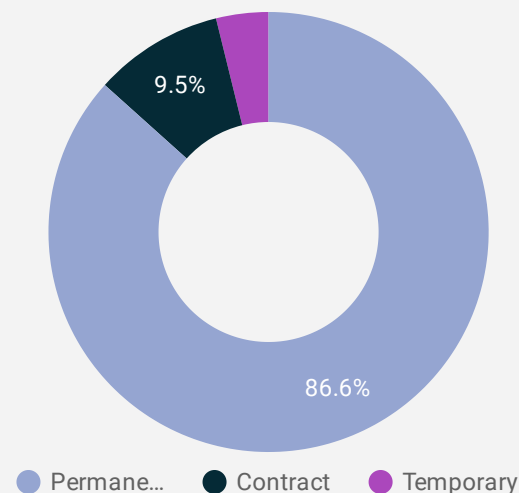
JOB TYPE

Full-time vs Part-time



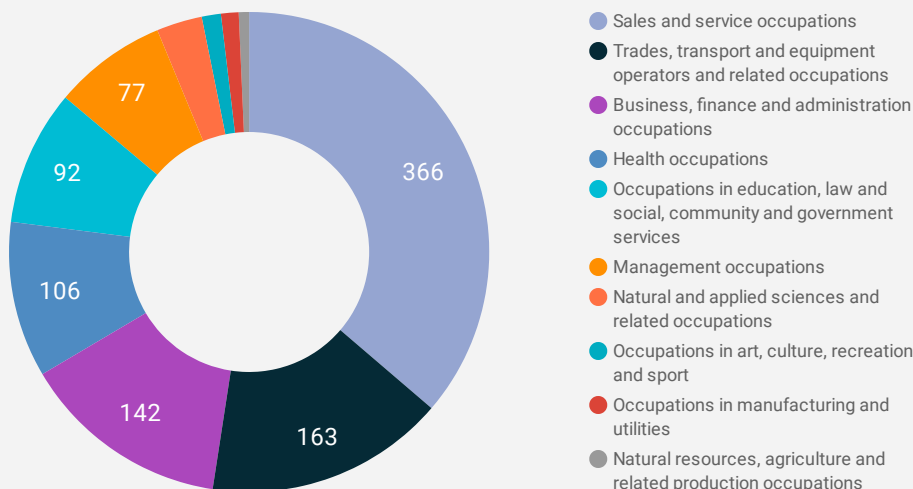
JOB DURATION

Permanency of jobs posted



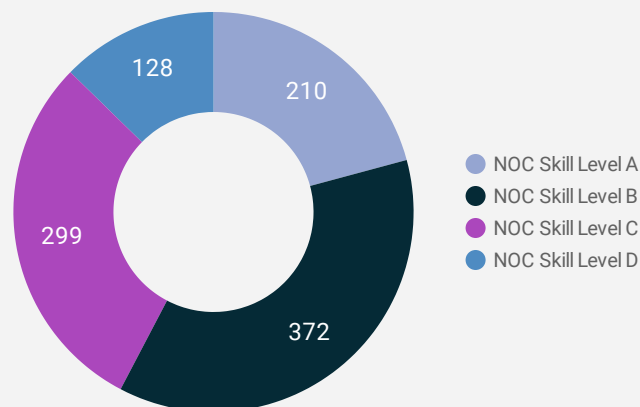
JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

TOP HIRING COMPANIES & AGENCIES

What companies are hiring?

	COMPANY	COMMUNITY	POSTINGS ▾	AVERAGE POSTING DURATION IN DAYS	MEDIAN POSTING DURATION IN DAYS
1.	Lake Of The Woods District Hospital	kenora	86	47.6	20
2.	New Gold Inc	emo	53	29.4	27
3.	Anishinaabe Abinoojii Family Services	kenora	33	20.5	20
4.	La Verendrye General Hospital	fort frances	27	18.0	18
5.	Sioux Lookout Meno Ya Win Health Centre	sioux lookout	22	17.1	20
6.	Canadian Mental Health Association	kenora	21	19.8	20
7.	Walmart Canada	dryden	19	18.4	20
8.	City of Kenora	kenora	17	20.0	20
9.	Interfor Corporation	ear falls	14	34.0	29
10.	Tikinagan Child & Family Services	sioux lookout	14	4.6	5
11.	Resolute Forest Products Canada Inc	atikokan	13	26.8	20
12.	BDO Canada LLP	dryden	13	39.2	21
13.	Gardewine	dryden	13	21.3	20
14.	Domtar	dryden	13	20.3	20
15.	The Ontario Public Services, Ministry of Northern Development	kenora	12	20.0	20
16.	Totem Resorts	sioux narrows	12	61.0	61
17.	Loblaw Companies Limited	kenora	12	17.4	19
18.	Rainycrest Long Term Care Home	rainy river	12	null	null
19.	Atikokan General Hospital	atikokan	11	21.7	28
20.	Keewatin-Patricia District School Board	kenora	11	24.8	10
21.	Mātis Nation of Ontario	atikokan	11	null	null
22.	Kenora, City of	kenora	10	20.0	20
23.	Kenora Chiefs Advisory	kenora	10	20.0	20
24.	Giant Tiger Stores Limited	sioux lookout	10	19.1	20
25.	Grand Council Treaty #3	kenora	9	null	null
26.	Rainy River District School Board	fort frances	9	20.0	20
27.	Domtar Inc.	dryden	9	20.0	20
28.	BDO Canada LLP	kenora	9	19.5	17
29.	Kenora Rainy River Districts Child and Family Services	dryden	8	18.9	20
30.	Ledcor Group of Companies	kenora	8	17.0	17
31.	Dynacold Mining Inc	red lake	8	null	null



TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

of Minimum Wage Jobs

36

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Nurse Practitioner / Emergency Department Supervisor	La Verendrye General Hospital	Town of Fort Frances	70 <div></div>
2.	Nurse Practitioner	Rainy River Health Centre (RRHC)	Town of Fort Frances	64 <div></div>
3.	Mental Health And Addictions Nurse Practitioner (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
4.	Nurse Practitioner (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
5.	Mental Health And Addictions Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
6.	Registered Dental Hygienist	Sunset Country Dental Centre	City of Dryden	60 <div></div>
7.	Nurse Practitioner	Rainycrest Long Term Care Home	Rainy River	58 <div></div>
8.	Nurse Practitioner	Emo Health Centre	Emo Township	58 <div></div>
9.	Nursing Supervisor (part-time Permanent, 0.70 Fte)	Lake Of The Woods District Hospital	City of Kenora	52 <div></div>
10.	Nursing Supervisor (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	52 <div></div>
11.	One (1) Permanent Full-time Long-term Care Coordinator	Atikokan General Hospital	Atikokan Township	50 <div></div>
				1 - 100 / 288 < >

TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

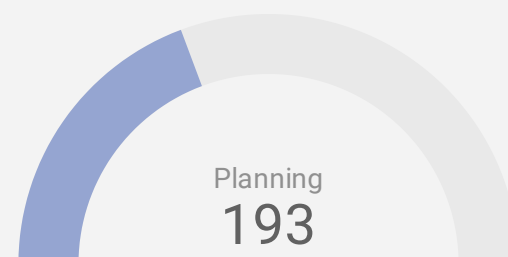
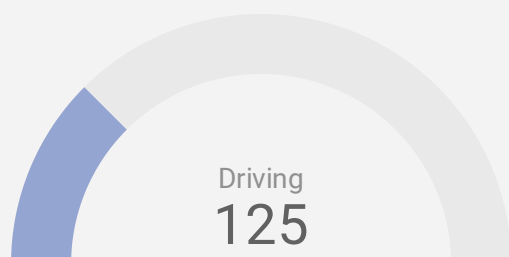
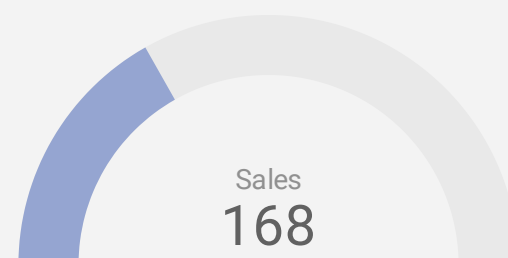
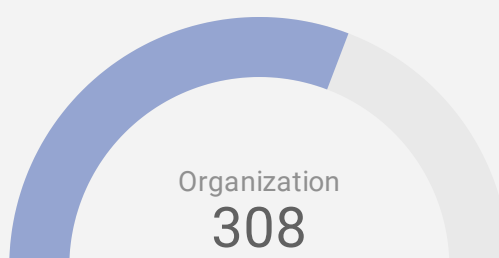
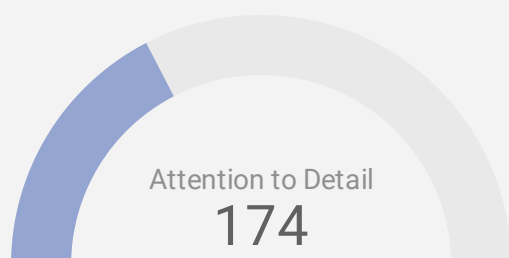
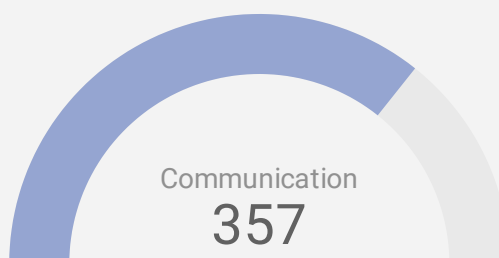
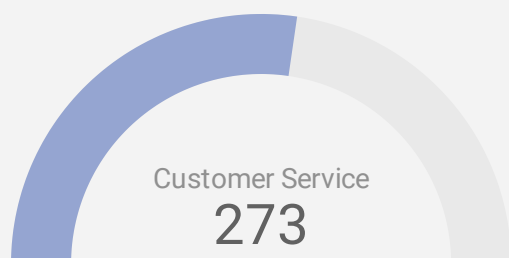
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Staff Pharmacist \$200,000.00 /year	Attawapiskat Pharmacy inc.	Attawapiskat First Nation	220,000 <div></div>
2.	Nurse Practitioner - Pct- Ref 2022-95	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	137,600 <div></div>
3.	Small Animal Veterinarian (full Time Or Part Time)	Kenora Veterinary Clinic	City of Kenora	120,000 <div></div>
4.	Quality & Risk Specialist (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	119,998 <div></div>
5.	Nurse Practitioner	Dryden Regional Health Centre	City of Dryden	118,000 <div></div>
6.	Program Supervisor	Ministry Of Children, Community And Social Services	City of Kenora	117,142 <div></div>
7.	District Supervisor	Ministry of Natural Resources and Forestry	Township of Ignace	117,015 <div></div>
8.	Senior Program Analyst	Ministry Of Children, Community And Social Services	City of Kenora	110,338 <div></div>
9.	Physiotherapist	Dryden Regional Health Centre	City of Dryden	93,912 <div></div>
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,535



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,535



Driver's License

34



First Aid

81



Regular Access to a Vehicle

91



Criminal Record Check

116



Microsoft Office

75



Food Safety

11



JOB POSTINGS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard-to-fill and/or in-demand?

	4-DIGIT NOC CODE	4-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	45	20	20
2.	4212	Social and community service workers	NOC Skill Level B	41	24	20
3.	6552	Other customer and information services representatives	NOC Skill Level C	36	27	20
4.	6322	Cooks	NOC Skill Level B	34	27	20
5.	6731	Light duty cleaners	NOC Skill Level D	30	26	20
6.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	29	21	20
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	29	20	20
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	25	18	20
9.	6311	Food service supervisors	NOC Skill Level B	24	64	26.5
10.	6222	Retail and wholesale buyers	NOC Skill Level B	24	20	20
11.	6611	Cashiers	NOC Skill Level D	20	31	20
12.	7514	Delivery and courier service drivers	NOC Skill Level C	20	19	20
13.	1241	Administrative assistants	NOC Skill Level B	18	28	17
14.	6541	Security guards and related security service occupations	NOC Skill Level C	18	24	20
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	17	18	14
16.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	17	24	20
17.	7452	Material handlers	NOC Skill Level C	16	19	19
18.	1511	Mail, postal and related workers	NOC Skill Level C	15	17	20
19.	1111	Financial auditors and accountants	NOC Skill Level A	14	33	20
20.	3124	Allied primary health practitioners	NOC Skill Level A	14	49	33
21.	0714	Facility operation and maintenance managers	NOC Skill Level A	13	22	20
22.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	12	18	20
23.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	12	25	20
24.	7451	Longshore workers	NOC Skill Level C	11	16	19
25.	1431	Accounting and related clerks	NOC Skill Level C	11	31	23
26.	4214	Early childhood educators and assistants	NOC Skill Level B	11	18	20
27.	6513	Food and beverage servers	NOC Skill Level C	11	28	17.5
28.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	10	33	31
29.	1411	General office support workers	NOC Skill Level C	10	29	20

JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard to fill and/or in-demand?

	3-DIGIT NOC CODE	3-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	54	23	20
2.	673	Cleaners	NOC Skill Level D	46	25	20
3.	642	Retail salespersons	NOC Skill Level C	45	20	20
4.	655	Customer and information services representatives	NOC Skill Level C	41	25	20
5.	632	Chefs and cooks	NOC Skill Level B	39	26	20
6.	301	Professional occupations in nursing	NOC Skill Level A	33	27	20
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	32	24	20
8.	631	Service supervisors	NOC Skill Level B	32	44	20
9.	062	Retail and wholesale trade managers	NOC Skill Level A	29	20	20
10.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	28	28	20
11.	745	Longshore workers and material handlers	NOC Skill Level C	27	18	19
12.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	27	25	20
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	25	18	20
14.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	24	20	20
15.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	23	19	20
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	22	27	20
17.	732	Automotive service technicians	NOC Skill Level B	21	31	33
18.	662	Other sales support and related occupations	NOC Skill Level D	20	18	17
19.	151	Mail and message distribution occupations	NOC Skill Level C	20	15	20
20.	661	Cashiers	NOC Skill Level D	20	31	20
21.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	20	27	20
22.	141	General office workers	NOC Skill Level C	18	25	20
23.	654	Security guards and related security service occupations	NOC Skill Level C	18	24	20
24.	312	Optometrists, chiropractors and other health diagnosing and treating professionals	NOC Skill Level A	14	49	33
25.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	14	22	20
26.	122	Administrative and regulatory occupations	NOC Skill Level B	13	16	19
27.	651	Occupations in food and beverage service	NOC Skill Level C	13	26	20
28.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	13	18	20

JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard to fill and/or in-demand?

	2-DIGIT NOC CODE	2-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	85	26	20
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	76	30	20
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	73	23	20
4.	73	Maintenance and equipment operation trades	NOC Skill Level B	56	25	20
5.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	54	23	20
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	50	22	20
7.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	47	19	20
8.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	45	24	20
9.	14	Office support occupations	NOC Skill Level C	44	21	20
10.	66	Sales support occupations	NOC Skill Level D	40	25	20
11.	32	Technical occupations in health	NOC Skill Level B	39	23	20
12.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	39	24	20
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	35	21	20
14.	30	Professional occupations in nursing	NOC Skill Level A	33	27	20
15.	31	Professional occupations in health (except nursing)	NOC Skill Level A	30	29	20
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	28	15	20
17.	11	Professional occupations in business and finance	NOC Skill Level A	27	26	20
18.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	27	18	19
19.	72	Industrial, electrical and construction trades	NOC Skill Level B	21	21	20
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	20	18	20
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	16	21	20.5
22.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	15	22	20
23.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	14	22	20
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	13	25	24.5
25.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	12	33	20
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	11	25	20
27.	04	Managers in health care	NOC Skill Level A	10	20	20

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
53

NEW POSTINGS
25

COMPANIES
33

LANGUAGES
3

OF DAYS POSTED

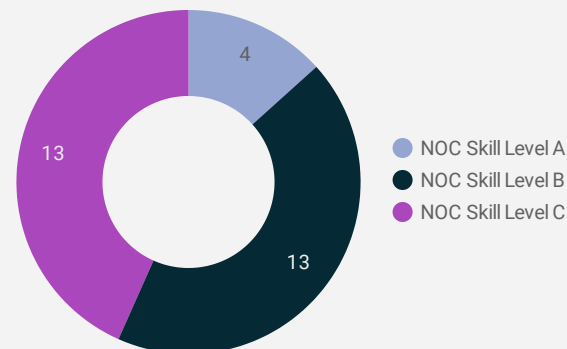
AVERAGE
25.3

MEDIAN
20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

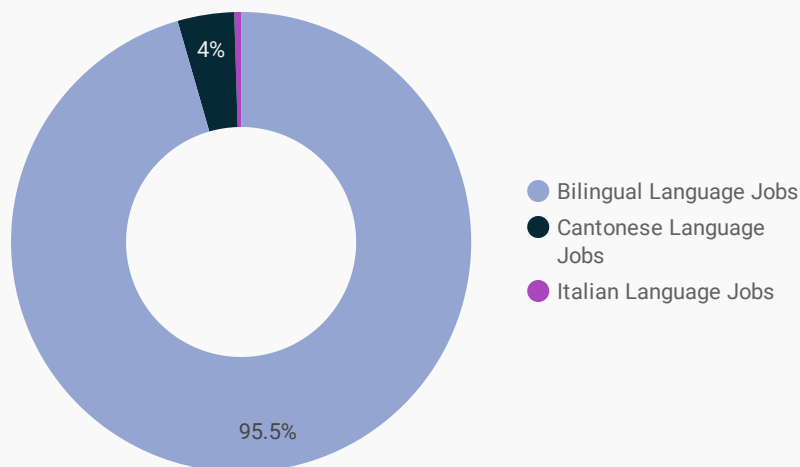
- 4** Skill Level A - Management/ Professional Occupations usually requiring University
- 13** Skill Level B - Usually college education or apprenticeship training
- 13** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs	4
Cantonese Language Jobs		2	
Italian Language Jobs	1		

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	50
2. Cantonese Language Jobs	2
3. Italian Language Jobs	1

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

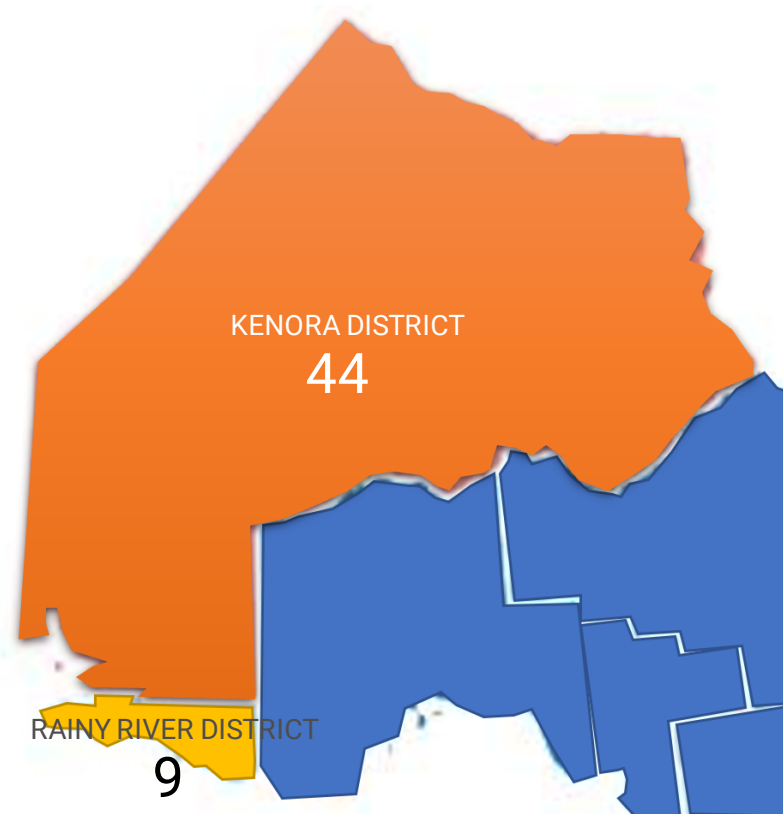
BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Cantonese Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	7			7
Health occupations	2			2
Management occupations	3			3
Natural and applied sciences and related o...	2			2
Occupations in art, culture, recreation and ...	5			5
Occupations in education, law and social, ...	1			1
Sales and service occupations	7	2	1	10
Grand total	27	2	1	30

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

MUNICIPALITY	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. City of Kenora	23	14.3	15
2. City of Dryden	15	19.5	20
3. Town of Sioux Lookout	6	157.0	157
4. Town of Fort Frances	5	38.5	38.5
5. Atikokan Township	4	30.0	30

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	44	23.3	20
2. Rainy River District	9	23.8	20





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Retail salespersons	5
2. Program leaders and instructors in recre...	5
3. Letter carriers	3
4. School principals and administrators of ...	2
5. Other customer and information service...	2
6. Retail and wholesale trade managers	1
7. Security guards and related security serv...	1
8. Forestry technologists and technicians	1
9. Executive assistants	1
10. Conservation and fishery officers	1
11. Other technical occupations in therapy a...	1
12. Ground and water transport ticket agent...	1
13. Other medical technologists and technic...	1
14. Educational counsellors	1
15. General office support workers	1
16. Cooks	1
17. Administrative assistants	1
18. Court reporters, medical transcriptionist...	1
1 - 18 / 18 < >	

MULTILINGUAL HIRING EMPLOYERS

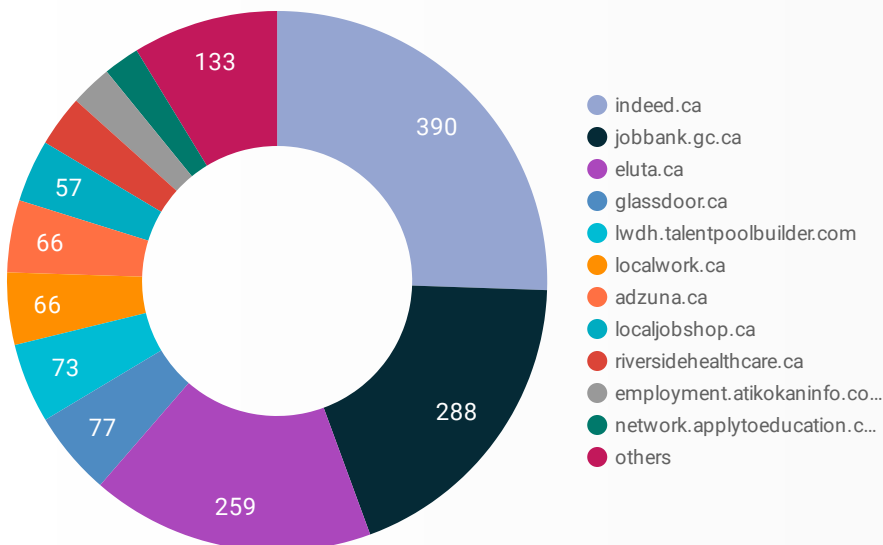
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Various Ministries	6
2. Indigenous Services Canada (ISC) - First Nations Inuit Health Branch	4
3. Science North	3
4. Mā̃tis Nation of Ontario	3
5. Canada Post - Postes Canada	3
6. FIREFLY - Kenora, ON	2
7. Contact North	2
8. Colas Canada	2
9. Bell Canada	2
10. The Miller Group/Thunder Bay Highway Maintenance	2
11. Tilley's Pharmasave	2
12. Atikokan Family Health Team	1
13. Victoria Order Of Nurses	1
14. BELL MOBILITY/BELL MOBILITÁ%	1
15. The Ontario Public Services, Ministry of Northern Development	1
16. McMunn & Yates Building Supplies Lumber	1
17. Slippery Winds Wilderness Resort Ltd	1
18. Government Of Canada	1
19. Novo Healthnet Limited	1
20. Keewatin-Patricia District School Board	1
21. CIBC	1
22. CROSSMARK Canada Inc.	1
23. Canadian National Railway Company	1
24. Century Lodge	1
25. Dryden, Corporation of the City of	1
26. VON Canada	1
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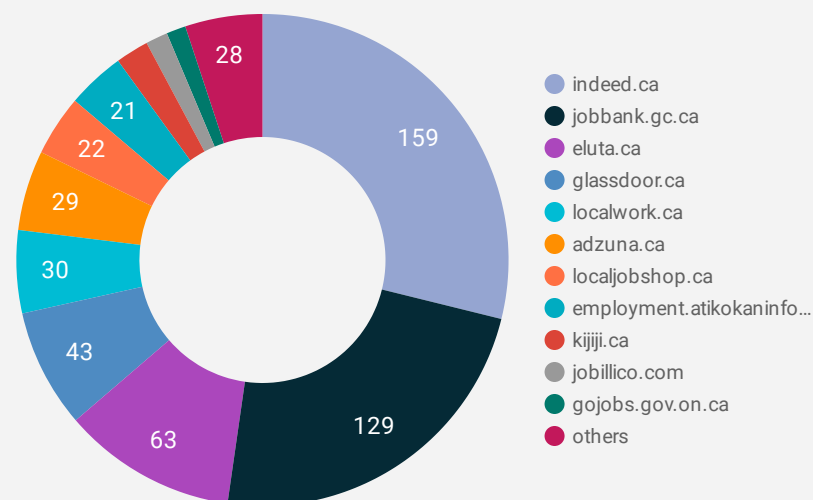
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	390	20	20	159
2.	jobbank.gc.ca	288	40	31	129
3.	eluta.ca	259	20	20	63
4.	glassdoor.ca	77	22	20	43
5.	lwdh.talentpoolbuilder.com	73	52	19	1
6.	adzuna.ca	66	14	14	29
7.	localwork.ca	66	7	5	30
8.	localjobshop.ca	57	27	30	22
9.	riversidehealthcare.ca	47	18	18	4
10.	employment.atikokaninfo.com	38	32	28	21
11.	career17.sapsf.com	33	35	32.5	1
12.	network.applytoeducation.com	33	7	7	4
13.	gojobs.gov.on.ca	27	27	23	7
14.	kijiji.ca	16	15	15	12
15.	jobillico.com	14	61	63.5	8
16.	metisnation.org	13			1
17.	workopolis.com	8			6

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